

## **Recommendations of the Instructions Leadership Redesign Commission**

**Recommendation 1:** Adopt the learning-centered Tennessee Instructional Leadership Standards (TILS) and align preparation, licensure, induction, evaluation and professional development. Create a cohesive, well articulated, standards based-system of instructional leadership development.

**Recommendation 2:** Require all principal preparation programs and principal support services to work in dynamic and documented district-university partnerships

**Recommendation 3:** Require all instructional leader preparation programs in partnership with the school district(s) adopt highly selective admission standards.

**Recommendation 4:** Require all new and existing advanced programs in education administration be designed (or redesigned) based on the Tennessee standards for instructional leaders with emphasis on the instructional leader's responsibilities for curriculum, instruction and student learning.

**Recommendation 5:** Require the state department of education use external reviewers. Program reviewers will have authority to assess the quality of implementation, regularly monitor programs, and suggest consequences for programs if criteria are not met.

**Recommendation 6:** Require programs meet standards consistent with a) TILS; b) the state program approval process; c) NCATE; d) state accountability and evaluation requirements; and e) current literature on best practices.

**Recommendation 7:** Completion of an advanced program in instructional leadership requires at a minimum for a candidate to a) develop a professional portfolio with evidence of meeting the TILS level required by the State Board of Education; b) receive a passing score on the SLLA; and c) use an exit evaluation in establishing a professional growth plan.

**Recommendation 8:** Implement the proposed principal induction program including the requirement for mentoring.

**Recommendation 9:** Provide advanced level pay for completion of an advanced degree in administration or instructional leadership only after a Tennessee administrator's license or endorsement is received.

**Recommendation 10:** Implement the proposed multi-level instructional leader/administrator licensure program.

**Recommendation 11:** Require all professional development to meet the State Board of Education High Quality Instructional Administrator Professional Development Policy Guidelines for the approval and accountability processes for

professional development required for the renewal of instructional leader licensure.

**Recommendation 12:** Use a statewide electronic tracking system to approve and document the professional development of all instructional leaders.

**Recommendation 13:** Develop an advanced level teacher leadership program that will lead to teacher leader licensure.

**Recommendation 14:** Establish an interdisciplinary Professional Development Academy to offer specialized training and support for instructional leaders and teams from chronically low-performing schools.

**Recommendation 15:** Resend survey on principal working conditions.